

NEBRASKA Teacher/Principal Model Evaluation Systems Update Administrator Days

July 31, 2013





Nebraska's Educator Effectiveness System

- **Nebraska Teacher and Principal Performance Framework**
Approved, November 2011



NEBRASKA DEPARTMENT OF EDUCATION

TEACHER & PRINCIPAL PERFORMANCE FRAMEWORK

*Adopted by the Nebraska State Board of Education
November 9, 2011*



State Board's February, 2012 Decision

Authorized NDE to develop teacher and principal evaluation models for voluntary use by local districts.



Phases of the Model Evaluation Project

- **Adoption of *Teacher + Principal Performance Framework*** (November 2011)
- **Framework Leadership Committee** (April to October)
- **Design/Pilot Committee** (October-August)
- **Pilot Phase** (2013-14 school year)
- **Dissemination Phase** (2014-15 school year and beyond)



Guiding Principles

The primary purpose of the teacher and principal evaluation models is the **improvement of instruction and leadership** based on the *Nebraska Teacher and Principal Performance Framework*.

Teacher and principal evaluation should be based on **multiple measures of performance** with data gathered **multiple times**, leading to long-term performance improvement.



Leadership Committee Tasks

- Create “design principles” for evaluation models
- Create recommendations based on “best practices” for evaluations
- Focus on multiple measures of teacher and principal effectiveness



Leadership Committee Representation

- Design/Pilot Schools
- Nebraska Superintendents
- Nebraska Association of Personnel Administrators
- Nebraska Association of School Boards
- Nebraska Council of School Administrators
- Nebraska Association of Colleges of Teacher Education
- Nebraska Department of Education
- Nebraska State Board of Education
- Nebraska State Education Association
- ESU Coordinating Council
- ESU Staff Developers
- Federal regional laboratory (REL Central)



Leadership Committee Recommendations

General Recommendations:

- To improve instruction and leadership
- Focus on classroom teachers and building principals
- Base evaluation on *Nebraska Teacher and Principal Performance Framework*
- Assess multiple measures of teacher and principal performance



Leadership Committee Recommendations

Teacher Model Recommendations:

- Use nationally recognized instructional framework
- Include measures of student perception
- Incorporate Student Learning Objectives
- Link professional development to evaluation
- Assessment of overall performance based on Nebraska Framework



Leadership Committee Recommendations

Principal Model Recommendations:

- Assess principal's impact on student learning and school performance
- Measure student, staff, and community perception
- Professional development linked to evaluation
- All inclusive assessment of overall performance based on Nebraska Frameworks



Nebraska's current requirements

- **Sec. 79-828** requires probationary certificated employees to be evaluated each semester based on a full period observation. No requirement for tenured employees.
- **NDE's Rule 10** requires school districts to develop a Board policy for evaluating certificated staff on instructional performance, classroom organization and management, and personal and professional conduct. Rules includes some procedural requirements.
- **Nebraska Teacher and Principal Performance Framework** provides effective practices as voluntary guidelines for districts.



State Board of Education Meeting November, 2012

- Adopt Leadership Committee Recommendations
- Approval to begin Design Pilot Phase



Design/Pilot Districts

- Ashland-Greenwood
- Ainsworth
- Bellevue
- Central City
- Dorchester
- Dundy Co/Stratton
- Falls City
- Hitchcock County
- Lakeview
- Leyton
- McCool Junction
- Nebraska City
- Paxton
- Perkins County
- Scottsbluff
- South Sioux City
- Wisner-Pilger



Design/Pilot Phase

Committee includes representatives from 17 pilot schools plus staff developers and others. Their job:

- *Design it*
- *Build it*
- *Pilot it*
- *Fix it*
- *Share it*

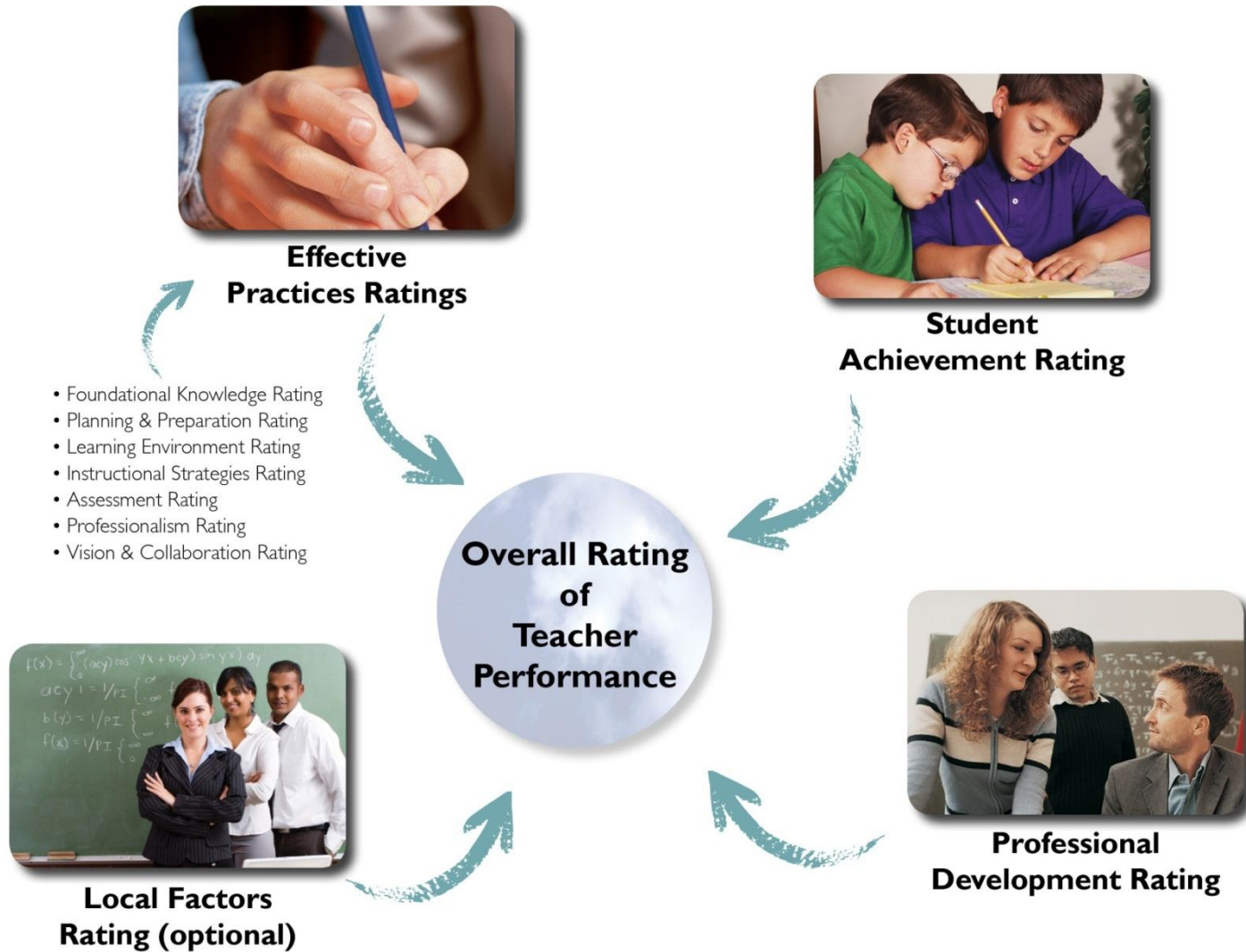


Design/Pilot Phase Activities

- Knowledge-building activities
- Develop procedures and products
- Develop training
- Implement
- Collect recommendations, improve process and make available to other districts



Nebraska Teacher Evaluation Model





Teacher Effective Practice Rating

Nebraska 7 Effective Practices

- Foundational Knowledge
- Planning and Preparation
- Learning Environment
- Instructional Strategies
- Assessment
- Professionalism
- Vision and Collaboration



Classroom Instructional Framework

- Danielson or Marzano Instructional Frameworks will form the basis of classroom observation, reflection, and discussion during the evaluation. Districts may choose either Framework.



Student Achievement Rating

- Impact on student achievement/performance will be determined through the use of Student Learning Objectives or Specialist Program Objectives.



Professional Development Rating

- Professional development efforts shall be evaluated using an annual Individual Professional Development Plan



Local Factors Rating

- Local achievement factors may be set by district and are optional



Range of Ratings

- Exemplary
- Proficient
- Basic
- Unsatisfactory



Teacher Performance Documentation

- Classroom observations
- Student Learning Objectives
- Measures of student perception
- Local Factors (Optional)

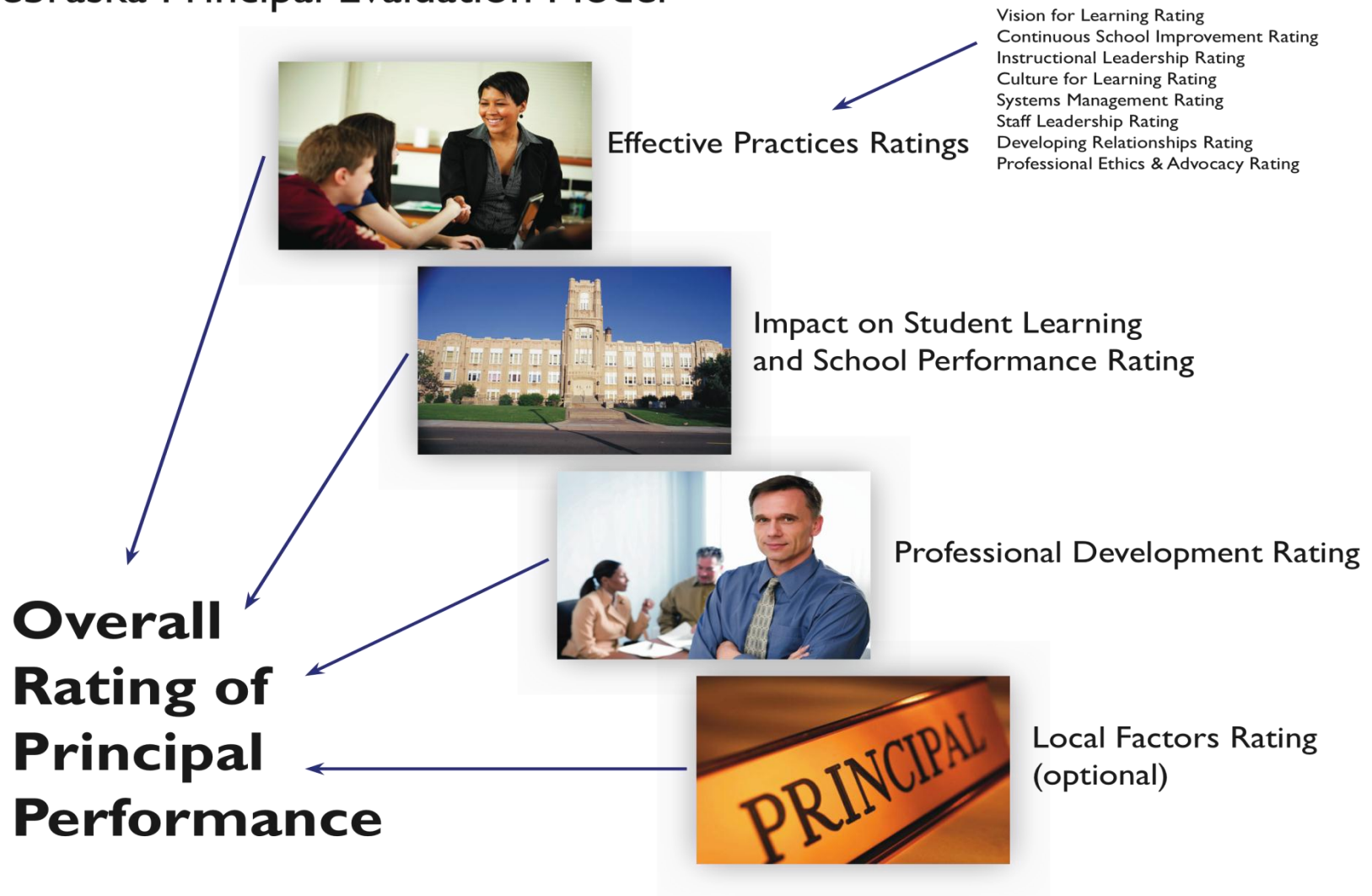


Multi-Year Evaluation Sequence for Teachers

- Districts may determine length of sequence not to exceed a 3 year cycle
- Formative year(s)
- Summative year



Nebraska Principal Evaluation Model





Principal/Administrator Effective Practices Rating

Nebraska 8 Effective Practices

- Vision for Learning
- Continuous School Improvement
- Instructional Leadership
- Culture for Learning
- Systems Management
- Staff Leadership
- Developing Relationships
- Professional Ethics and Advocacy



Impact on Student Learning and School Performance Rating

- The impact on student achievement, or other aspects of school performance, will be determined through the use of Action Plans.



Professional Development Rating

- Individual Professional Development Plan is based on areas identified in the administrator's summative evaluation and are reviewed annually



Local Factors Rating

- Local achievement factors may be set by district
- Inclusion of Local Factors is optional



Range of Ratings

- Exemplary
- Proficient
- Basic
- Unsatisfactory



Principal/Administrator Evaluation

Annually:

- Ratings on Action Plan and Individual Professional Development Plan

Summative Year Ratings:

- Effective Practices
- Impact on Student Learning & School Performance
- Professional Development
- Local Factors (optional)
- Overall Rating



Model Evaluation

Where are we now?

✓ *Design it*

✓ *Build it*

- *Pilot it*
- *Fix it*
- *Share it*



What's Happened This Summer?

- Leadership Committee review and recommendations
- Instructional frameworks training
- Principal instructional frameworks training
- Student Learning Objectives training
- Model documents, forms and rubrics revised
- Report to State Board of Education



**THANKS for your
interest in this exciting process
of improving education in Nebraska!**

Please share any thoughts with us at:

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